

Who Can Use the AWPI Employer Toolkit

The AWPI Employer Toolkit is designed for our partners:

- ◆ small, medium-sized and large employers;
- ◆ senior executives;
- ◆ line managers;
- ◆ human resource professionals; and
- ◆ Aboriginal organizations, educational institutions, etc.

Anyone who picks up the AWPI Employer Toolkit will find useful information to learn from!

Where to Get It

The AWPI Employer Toolkit is available from your AWPI Regional Coordinators. You'll find their numbers in this brochure.

Aboriginal Workforce Participation Initiative

AWPI's mandate is to increase the participation of Aboriginal peoples in the labour market. Our work is based on the principles of partnership — between Aboriginal and non-Aboriginal peoples — and is founded on mutual respect, innovation and the pursuit of excellence.

AWPI Regional Coordinators

CA1
IA
-Z053



The AWPI Employer Toolkit

AWPI



Gouvernement
Publications

What the AWPI Employer Toolkit Is

The AWPI Employer Toolkit is designed to help you:

- ◆ Become more knowledgeable about Aboriginal employment issues;
- ◆ Find models, tools and resources to enhance your skills as an employer of Aboriginal peoples;
- ◆ Get in touch with people and organizations who can help you make a difference in Aboriginal workforce participation.

You should not think of the Employer Toolkit as prescribing a single solution. Rather, see it as an aid as you develop your own approach — one which matches your own situation and can work for you.

The Toolkit depicts national and regionally-specific information to address the demographic and economic diversity of Aboriginal peoples across Canada.

For Employers Who Ask:

- ◆ Why should we hire Aboriginal peoples?
- ◆ How can my company achieve success in Aboriginal employment?
- ◆ What is Aboriginal awareness and how does it help establish relationships?
- ◆ Where can we find people and resources to help us succeed?

Here Are Some Answers

Canada



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et du Nord Canada

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The Aboriginal Workforce Participation Initiative Employer Toolkit

Employers who ask:

"Why should we hire Aboriginal peoples?"

Should know that:

- ◆ Aboriginal employees help reach the large, growing Aboriginal market
- ◆ Aboriginal employment contributes to local support for resource development projects
- ◆ Providing job opportunities facilitates joint ventures with Aboriginal communities
- ◆ Aboriginal employment helps companies meet their legal obligations and improves their access to federal contracts

And use the AWPI Employer Toolkit to:

- ◆ Establish your business case for Aboriginal employment
- ◆ Find out what leading employers gain from Aboriginal employment
- ◆ Access national and regional statistics about the Aboriginal labour market and economic environment
- ◆ Understand laws and policies related to Aboriginal employment

Employers who ask:

"How can my company achieve success in Aboriginal employment?"

Should know that:

- ◆ Increasing Aboriginal workforce participation takes commitment, planning and effort
- ◆ Senior management plays a fundamental role in this process
- ◆ Taking action in Aboriginal employment practices (policies, procedures, programs, partnership agreements and communications) leads to profitable results
- ◆ Leading employers in Canada are successful and can help your company do the same

And use the AWPI Employer Toolkit to:

- ◆ Benefit from checklists of ideas on how to get started and how to develop a "best practice" approach
- ◆ Hear from leading executives in Canada on their role in Aboriginal employment
- ◆ Understand the challenges to Aboriginal recruitment, retention and advancement — and find ways to overcome them
- ◆ Learn from steps that leading employers in Canada take to increase Aboriginal workforce participation

Employers who ask:

"What is Aboriginal awareness and how does it help establish relationships?"

Should know that:

- ◆ The Aboriginal population is very diverse in terms of history, culture and location; it is unique and has a lot to offer
- ◆ Effective relationships must be founded on mutual understanding and respect

And use the AWPI Employer Toolkit to:

- ◆ Access tools — glossaries, milestones in Aboriginal history, maps — to help build Aboriginal awareness within your company
- ◆ Get pointers on how to establish relationships with Aboriginal communities

Employers who ask:

"Where can we find people and resources to help us succeed?"

Should know that:

- ◆ Resources are available across the country — ask the AWPI Regional Coordinator in your area
- ◆ Web sites, libraries and other resources will help with Aboriginal employment

And use the AWPI Employer Toolkit to:

- ◆ Find contact lists on Aboriginal organizations, recruitment services, sources of Aboriginal awareness training and programs geared to Aboriginal employment
- ◆ Access lists of resource materials — through the Internet and in off-the-shelf format — to increase awareness and understanding of Aboriginal employment

Who will use the AWPI Employer Toolkit in your organization?

- ☐ Line managers
- ☐ Senior managers/executives
- ☐ purchasing personnel
- ☐ community relations personnel
- ☐ human resource professionals
- ☐ other (please specify) _____



Do you have Aboriginal workforce participation initiatives in place now? ☐ yes ☐ no

If yes, what areas are you focusing on?

- ☐ pre-employment initiatives
- ☐ contracting and purchasing
- ☐ retention issues
- ☐ recruitment of Aboriginal employees
- ☐ advancement of Aboriginal employees

Since when? ☐ less than one year ☐ one to five years

☐ other (please specify) _____

AWPI EMPLOYER TOOLKIT



User Information

Date: ____/____/____

Region(s): _____

Organization Name: _____ Contact Name: _____

Address: _____ Title: _____

Telephone: _____ Fax: _____ E-mail: _____

Business Sector: _____ Number of Employees: _____

Additional Information: _____

